



Request for City Council Committee Action from the Department of Human Resources

Date: January 11, 2012

To: Council Member Betsy Hodges
Chair, Ways and Means Committee

Subject: Construction Equipment Operators, Mechanics and Helpers; International Union
of Operating Engineers, Local No. 49

Recommendation: Ratification of Tentative Agreement

The Executive Committee recommends approval of the executive summary (attached to this document) of the collective bargaining agreement between the City and the Construction Equipment Operators, Mechanics and Helpers, represented by the International Union of Operating Engineers, Local No. 49; further recommends that proper City officers be authorized to prepare and execute a collective bargaining agreement consistent with the terms of the executive summary; further recommends that the Human Resources Director be authorized to implement the terms and conditions of the collective bargaining agreement upon its execution.

Department Information

Prepared by: Timothy Giles, Director, Employee Services X3341

Approved by:

Pam French, HR Director X2139

Steven Bosacker, City Coordinator X2032

Presenters in Committee: Timothy Giles

Financial Impact

Other financial impact—Collective Bargaining Agreement

Supporting Information

See Attached Executive Summary

**EXECUTIVE SUMMARY
TENTATIVE AGREEMENT
BETWEEN
CITY OF MINNEAPOLIS**

AND

INTERNATIONAL UNION OF OPERATING ENGINEERS, LOCAL 49

Expiration Date: December 31, 2010

Number of Employees in Unit: 96

Annual 2010 Base Payroll: \$ 4,963,000

*based on demographics on 12/31/10

Impacted Department: Public Works **Market:** Internal: High (Trades); External: Wages - Competitive/Low; Total Compensation - Competitive

Recruitment: No issues identified **Retention:** No issues

Performance management impediments in the CBA: None identified

Issues/Concerns: No issues identified

Tentative Agreement Components:

Duration: 24-month Agreement January 1, 2011 through December 31, 2012

Economic Issues

Effective January 1, 2011

- Allows Step Progression
- 0% Salary schedule enhancement
- Modifies salary schedule to probationary step and production step (no cost impact)

Effective January 1, 2012

- Freezes Step Progression
- 0% Salary schedule enhancement
- Effective 1/1/2012 increases Apprenticeship Training contribution to \$0.30 per hour for straight-time hours
- Effective 12/31/2012 increases Apprenticeship Training contribution to \$0.50 per hour for straight-time hours
- Increases Apprentice wages to 65%, 75%, 85%, and 95% of standard wage upon completion of 1000, 2000, and 3000 hours of training, respectively

NON-ECONOMIC ISSUES EFFECTIVE JANUARY 1, 2011

- Allows “casual” workers and agrees to access “casual” workers from Local 49 hiring hall (“casual” replaces “permit” employees under current CBA and Civil Service Rules)
- Standardizes “Loss of License” protocol
- Enables 10-hour shifts
- Clarifies future ties in seniority broken alphabetically
- Clarifies temporary lack of work (30 or fewer days) does not trigger job bank or seniority-based layoffs
- Coalition Bargaining
 - Job Bank Letter of Agreement
 - Reasonable Suspicion Drug and Alcohol Testing